W-14

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CALVARY CHURCH
Northern Liberties
Philadelphia
Pennsylvania

CALVARY CHURCH, Northern Liberties, Philadelphia, Pennsylvania

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1

Calvary Church consists of a stone building containing a nave and sanctuary and a seating capacity of approximately 300 persons. The condition of this building is good although the Church Self-Study Form indicates that improvements in the amount of $20,000.00 are needed. The parish hall is attached to the church, and this also is a stone building. The first floor of the parish hall consists of a guildhall which is used for church school, a stage, kitchen, church office, rector's office, vestry room and a meeting room. The second floor has a choir room. Improvements to this building are estimated to cost $20,000.00.

Separated from the church is a 9-room brick rectory in good condition. At the present time the building is not used as a clergy residence, but the sexton and the church secretary occupy apartments in this building.

THE CHURCH NEIGHBORHOOD

The Church Self-Study Form does not describe the area in which the church is located, nor does it give information on public and private schools in the area or other churches in the parish neighborhood. At the time of the visitation it was clear that the neighborhood had mixed usuage, with some single-home dwellings, several apartment houses, some rooming houses, and some commercial and industrial establishments.

W-16

The City of Philadelphia is divided into tracts for the purposes of the United States Census. Calvary Church is located in Census Tract 24-C. This tract, together with five surrounding tracts, have been arbitrarily assigned as the parish area. The following table gives information concerning the total population of this area, the number of Episcopalians in the census tracts, and the number of members of Calvary Church in this arbitrarily assigned parish area.

CENSUS TRACT OR ZONE	TOTAL POP.	TOTAL EPIS.	% OF POP. EPIS.	TOTAL PARISH MEMB.	% EPIS. MEMB.	% PARISH MEMB.
24-C	8,487	132	1.6	83	62.9	8.4
24-H	4,025	52	1.3	32	61.5	3.2
24-D	11,805	99	0.8	38	38.4	3.9
24-J	8,857	45	0.5	27	60.0	2.7
44-A	8,557	194	2.3	21	10.9	2.1
44-B	8,328	117	1.4	43	36.8	4.3
TOTAL	50,059	639	1.3	244	38.2	24.6

The chart above indicates that Calvary Church could not be considered a neighborhood church. The parish membership comes from a wide area, and less than 25% comes from its immediate parish area. In some of the tracts, over 60% of the Episcopalians are members of Calvary Church, but in the remaining tracts, the percentage is considerably lower. The percentage of the Episcopal population in only one census tract is greater than the percentage for Philadelphia, which is 2.0%. The Diocese of Pennsylvania has a total Episcopal population of 3.2%.

The following table gives the percentage of the population 14 years of age and under, 65 years of age and older, and the median age for men and women in the parish area.

CENSUS TRACT OR ZONE	POP. 1960	% 14 & UNDER	% 65 & OVER	MED. AGE M	F
24-C	8,487	30.0	7.6	29.8	31.3
24-H	4,025	29.6	10.5	30.6	34.1
24-D	11,805	36.4	6.2	22.6	26.5
24-J	8,857	30.5	8.0	28.6	29.5
44-A	8,557	29.3	10.8	30.0	32.0
44-B	8,328	34.2	8.1	24.3	27.8

The percentage of the population 14 years of age and under in Philadelphia was 26.5% and the percentage 65 years of age and older was 10.4%. The median age for men in Philadelphia was 32.1% and for women 34.6%. The differences between Philadelphia as a whole and the individual tracts listed is apparent. The age level is lowest in Census Tract 24-D, and the highest in 24-H.

The following table gives information concerning the education of adults 25 years of age and older in the arbitrarily assigned parish area.

CENSUS TRACT OR ZONE	EDUCATION OF ADULTS 25 YRS. OF AGE & OVER % H.S. GRAD.	% COLLEGE 1-3 YRS.	% COLLEGE GRAD.	MED. ED.
24-C	19.4	4.7	1.7	9.2
24-H	9.7	3.2	2.7	8.4
24-D	12.1	2.3	1.0	8.5
24-J	19.8	3.2	2.8	9.4
44-A	16.7	3.9	2.4	8.8
44-B	19.6	3.1	0.8	8.7

The median educational level for adults in Philadelphia is 9.6 years. The percentage of adults who have graduated from high school in Philadelphia is 20.0%, those who have had from one to three years of college amount to 5.1% and those who are college graduates equal 5.1%. The median educational level for persons in the arbitrarily assigned parish area is below that for Philadelphia as a whole, and considerably below the average for the Diocese of Pennsylvania. It should be noted in this connection, that while the Episcopal Census of Calvary Church was incomplete, of those reporting on their education, more than 75% have had an education of high school level or beyond.

The following table gives information concerning the number and percentage of the non-white population in the arbitrarily assigned parish area.

CENSUS TRACT OR ZONE	NON-WHITE POP. 1960	% NON-WHITE
24-C	7,910	93.2
24-H	3,877	96.3
24-D	11,366	96.3
24-J	6,421	72.5
44-A	3,412	39.9
44-B	7,803	93.7
	40,789	81.5

This section of West Philadelphia is very heavily populated by non-whites. It should be observed, however, that while white families have been moving out of this section of West Philadelphia for years, there are some indications that this trend might reverse itself to some degree in the next several years.

PH-10
HB/sk
5

The following table gives information concerning the percentage of the population five years of age and older in 1960 which had the same residence as in 1955.

CENSUS TRACT OR ZONE	RESIDENCE 1960 SAME AS 1955 PERCENT
24-C	56.4
24-H	64.9
24-D	50.6
24-J	43.2
44-A	61.6
44-B	56.5

The percentage of the population five years of age and older that maintained the same residence in the five-year period in the City of Philadelphia was 60%. In only two census tracts in this arbitrarily assigned area does the population exhibit a like or better percentage of stability. The only area, however, where the movement of the population is quite noticeable is in Tract 24-J.

W-20

THE CHURCH PROGRAM

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6

On an average Sunday morning, 425 persons, or 23.6% of the baptized membership, is in church. The most heavily attended service is the 8:00 a.m. Holy Communion, which has an average attendance of 200 persons. There are two regular weekday celebrations of the Holy Communion, on Wednesday at 6:00 a.m. and 10:00 a.m., which have an average attendance of 10 persons. Special services are held on Wednesdays and Fridays in Lent, and a celebration of the Holy Communion is offered on Prayer Book Holy Days.

The church school has a registration of six teachers and 102 students. Classroom attendance during the past year ranged from a low of 30 pupils to a high of 56. In addition to the nursery and kindergarten, there are four classes which are group-graded through the seventh grade. The Church Self-Study Form indicates that the major problems faced by the church school are a lack of space and an insufficient number of teachers.

The Church Self-Study Form states that a vacation church school was held approximately five years ago, but has not been held since.

The participation level of the members of the congregation in the organizations of the parish is very high. A total of 401 persons, or 61.8% of the communicant strength, are in one or more organizations of the church. The number of organizations for adults is very high, there being nine for adult women, one for adult men, and two for both men and women.

Not all the organizations are reported on in the Church Self-Study Form, but it would appear that the women's organizations spend a great deal of their time in fund-raising activities. There are some exceptions to this, such as the Altar Guild, St. Mary's Guild which makes vestments for the Acolytes, and one guild which does not have any outside fund-raising activities, nor does it describe much of any activities in the Church Self-Study Form.

Organizations for children and youth consist of a Young People's Fellowship, a Girl's Friendly Society, and a St. Vincent's Guild for Acolytes. The Young People's Fellowship is interesting and it meets twice a month at 1:00 p.m.

One organization for both men and women is the Confraternity to Blessed Sacrament, which has as its purpose the encouragement of the regular reception of the Holy Communion by the members of the organization and all members of the parish on Sundays and Prayer Book Holy Days. This group has breakfast meetings with a guest speaker following such special services which fall on days other than Sundays.

In the year immediately preceding this Self-Study, the church had total income of $24,720.00, of which $15,832.00, or 64.1% of the total, came from the regular pledges of the members. If the building-fund pledges were added to this, this percentage would be increased to 76.2%. The average pledge receipt per communicant member in this parish is $24.45, and this is to be compared with the diocesan average of $46.61 and the national average of $55.72. It is interesting to note that if Calvary Church were to raise its average giving to the diocesan level, the pledged income of the parish would exceed $30,00.00, and if the other income of the parish were to remain the same, the total income of the parish would be approximately

$40,000. This is important to consider since the church desires to do some rebuilding which is estimated to cost about $40,000.00. The church has no debt, and does not accept or pay the full asking of the Missionary Quota of the diocese. The Church Self-Study Form reveals that an Every Member Canvass is not conducted each year, and at the time of the visitation, it was indicated that pledges were raised through a mail solicitation only.

The Church Self-Study Form points out that the rector of the parish averages 74 calls per week for all purposes. This is an unusually high number of calls, and the question is raised as to whether or not this figure may come about as a result of a misunderstanding of the report form. It is indicated in the form that 10 hours a week are spent in pastoral counseling as well. When the time spent in calling is added to that listed as utilized in pastoral counseling, the question arises as to what time is left over for the administration of the parish, and the conducting of the services of the church. There is no doubt, however, that there is an extensive calling program, but there is no lay calling program to assist in this work. It is also stated in the Church Self-Study Form that the church school canvassed the neighborhood within recent years seeking out children and young people as possible church school members.

The U.S. Mail is used to communicate with members of the parish by letters and cards at least five times a year, and a Forward booklet is sent to the sick and the shut-ins of the parish.

While the Church Self-Study Form records that the congregation is not community-minded, the priest of this parish is active in a local community organization, the Bureau of Child Care, the Police Athletic League, and the YMCA. The Church Self-Study Form indicates that only a small portion of the congregation lives in the neighborhood and would be available to take part in community affairs. The church does sponsor Brownies, a Cub Scout Pack, Girl Scouts and Boy Scouts, and a Girls' Friendly Society which serves the neighborhood. In addition, the Belmont-Mantua Community organization meets in the parish hall.

PH-10
HB:sk
9

In planning for the future, the committee which worked on the Church Self-Study Form pointed out that there was a need in the parish for a parish visitor, a Director of Religious Education, a Director of Christian Social Relations and an associate priest. There is also a need to develop the undercroft of the church and to provide a good building for Christian education and recreation. The major plan envisioned by this study group was for a church neighborhood program or church neighborhood council.

GENERAL DIVISION OF RESEARCH AND FIELD STUDY
Episcopal Church Center
815 Second Avenue
New York, N. Y. 10017

Date 12-5-64

CHURCH SELF-STUDY FORM

P-10

12-1-64

I. IDENTIFICATION

Church CALVARY

Street 814 NORTH 41ST

City PHILADELPHIA

County PHILADELPHIA

Diocese PENNSYLVANIA

Parish or Mission ____

State PENNSYLVANIA

What geographic area does this church serve? ____

II. THE CHURCH NEIGHBORHOOD

A. The church is located in a section of the city which is occupied by:

Downtown commercial uses ____ Industrial uses ____ Apartment dwellings ____ Rooming houses ____ Single-home dwellings ____ A college ____ Military uses ____ Other institutions ____

B. If more than one type is checked above, please clarify:

C. Is the church neighborhood changing in any way? Describe:

D. The following schools are located within the church neighborhood:

PUBLIC GRADESCHOOLS	ADDRESS

PUBLIC JUNIOR AND SENIOR HIGH SCHOOLS	ADDRESS
PRIVATE OR PAROCHIAL NURSERY SCHOOLS	ADDRESS
PRIVATE OR PAROCHIAL GRADE SCHOOLS	ADDRESS
PRIVATE OR PAROCHIAL JUNIOR AND SENIOR HIGH SCHOOLS	ADDRESS
JUNIOR COLLEGES AND COLLEGES	ADDRESS

E. The following churches are located within the church neighborhood:

NAME OF CHURCH AND DENOMINATION	ADDRESS

III. HISTORY OF THE CONGREGATION

Please write out a short history of this congregation. How was the work started? Give the important dates and events.

Five-hundred (500) members were transferred to Calvary Church, N.L. from St. Michael and All Angels Chapel in September 1945.

IV. THE LOCAL CONGREGATION

A. Church properties:

1. **Describe and give location of all land owned by the congregation, reporting the use of each parcel.**

814 N. 41st Street, Phila. Pa., - Church proper and Guild Hall

812 N. 41st Street, Phila. Pa., - Former rectory (now apartments)

2. **Type of church building:** Frame ____ Brick ____ Stone X Other ______ (type)

Describe the church building, giving number of sittings; condition of building; and improvements needed, with estimated cost:

Main Church consists of Nave and Sanctuary, seating approximately 300 persons. Condition of building is good. Improvements needed are: Painting inside and outside, new flooring, new organ, automatic fire and burglar system, new lighting and new piping in heating system. Estimated cost $20,000.00.

Replacement Value $ 193,333.34 Amount of insurance carried $ 166,666.66

3. **Type of parish hall or house:** Attached X Separated ______;

In basement of the church ______; Frame ______ Brick ______

Stone X Other dirt and clay (type)

Describe, giving the number of rooms, the condition of the building, and improvements needed, with the estimated cost.

First floor consists of the Guild Hall which is used for Church School, stage, kitchen, church office, rector's office, vestry room, meeting room, men's room. Second floor consists of the ladies room and choir room. Improvements meeded are: painting, renew flooring, new lighting, relocate ladies room to first floor, relocate rector's office. Kitchen requires new furnishings and equipment. Estimated Cost $20,000.00

Replacement value $ 96,666.66 Amount of insurance carried $ 83,333.34

4. **Type of rectory or clergy house:** Attached ______ Separated X ;

Frame ____ **Brick** X **Stone** ____ **Other** ____________ (type)

Describe, giving the number of rooms, the condition of this building, and improvements needed, with estimated cost.

The building consists of nine (9) rooms and is in good condition.

Painting is requires inside and outside, new service and rewiring.

Estimated cost is $5,000.00.

Is it used as a clergy residence? No **If not, what use is made of the building?**

The sexton and church secretary occupy the building.

Replacement value: $15,000.00 **Insurance carried:** $10,000.00

5. Describe all other buildings owned or used by the congregation, giving (a) type of construction; (b) number of rooms; (c) condition; (d) improvements needed and estimated cost; (e) replacement value; (f) amount of insurance carried; and (g) present use.

None

B. Membership (secure from parish records):

1. Number of church families: Total number 228

Number of individuals not in families 450

2\.

Baptized membership			Communicants			Church School		
1950	1960	Now	1950	1960	Now	1950	1960	Now
704	588	1,798	602	614	648	123	206	113

3.	5 yrs. ago	4 yrs. ago	3 yrs. ago	2 yrs. ago	Last year
Number of baptized members who were removed from the parish list	2	0	4	0	3
Number of baptized members who were added to the parish list	77	59	68	53	72

---

4. Communicants added:					
By confirmation from Episcopal families	20	31	17	20	52
By confirmation from other Churches	49	7	43	20	35
By reception from other Churches	2	0	0	0	0
By baptism and confirmation from no church	0	0	0	0	0
Total	71	38	60	40	87

5. Attendance:

Number of communicants who attended regularly last year 648

Number of communicants who attended occasionally 262

Number who did not attend last year, but lived in the community 533

Number of communicants who did not live in the community, but were on the parish records, not transferred 270

6. How many persons attended the last annual business meeting? 67

V. WORSHIP

A. List schedule of regular Sunday services, including church school:

TYPE OF SERVICE	HOUR	ATTENDANCE (Adults & Children)* LOW	AVERAGE	HIGH
Holy Communion	8:00 A.M.	75	200	350
Choral Eucharist	11:00 A.M.	50	175	500
Church School	11:00 A.M.	20	50	100

*Use figures from Church Service Register

B. Weekday services:

TYPE OF SERVICE	DAY AND HOUR	LOW	ATTENDANCE* AVERAGE	HIGH
Holy Communion	Wednesday, 6:00 A.M. and 10:00 A.M.	6	10	25

*Use figures from the Church Service Register

C. Special services or missions held during the average year (including Lent):

Wednesday and Friday (Lent)

Michaelmas Day

All Souls Day

All Saints Day

Other Prayer Book Holy Days

D. Number and nature of services in which this congregation participates with other Episcopal congregations. State average attendance from this congregation:

Anniversary services - attendance 25

E. What experiments or adjustments have been made in changing the hours or the format of services? Comment on results:

Changed the hour of Church School which was unsuccessful.

Morning Prayer was also unsuccessful.

F. Additional information about Sunday services:

1. **Are birthdays, anniversaries, and the departed regularly remembered?** Yes
2. **Is there a coffee or hospitality hour after any service?** Yes
3. **Is baby care provided during any service?** No

VI. CHRISTIAN EDUCATION

A. Church School

1. Registration and attendance

a. Teachers and staff 6 Teachers
2 Staff

b. Students 102

Total 108

c. Lowest total classroom attendance during the past year 30

d. Highest total classroom attendance during the past year (except for Christmas and Easter) 56

e. Are absentee cards used? No

f. How many months of the year is the church school in operation? 10

g. If teachers call on students in case of absence, or for other reasons, please give details.

Superintendent telephones parents of absentee pupils.

2. Worship schedule

CLASS OR DEPARTMENT	DAY	HOUR	DURATION	LEADER
Nursery and Kindergarten	Sunday	11:00 AM	$1\frac{1}{2}$ hrs.	(Miss B. Brown
" " "	"	"	"	(Miss Y. King
" " "	"	"	"	(Mrs. N. Winborne
" " "	"	"	"	(Miss J. Nesbitt
Grades 1 and 2	"	"	"	Mrs. E. Samuels
Grades 3 and 4	"	"	"	Mrs. F. Wilmore
Grades 5 and 6	"	"	"	Miss E. Floyd
Grades 7 and over	"	"	"	Mrs. F. Thomas, Supt.
				(Miss D. Vaughan
		Assist where needed		(Miss Ardenia Deay

4. **List the teaching aids used, including audio-visual material.**

Bible, Prayer Book, Episcopal Church Fellowship Series, Flannel Board and film strips.

5. **Describe the program for pre-school children.**

Games, stories and handcraft

6. **Data on the teaching staff**

a. **How are teachers recruited?** Volunteers

b. **Describe the way in which teachers are trained, giving the number of sessions, the leaders, etc.**

Attend teaching training class at Church House.

c. **How are teachers assisted in the performance of their duties?**

Lay reader assists by taking over worship service.

d. **Summary of teachers' backgrounds**

AGE	Number	EDUCATION	Number	YEARS TEACHING	Number
19 years or less	3	Grade school	0	one	0
20 to 29	3	Junior high	1	two	6
30 to 39	0	Senior high	5	three	1
40 to 49	1	1 to 3 years College	0	four	0
50 years or more	3	College grad.	4	five	0
		Graduate study	3	6 to 10	3
Male	0			11 to 20	0
Female	10			20 and over	0

7. What problems does the church school have?

Lack of space or rooms and insufficient teachers.

B. Vacation Church School

1. When is it held? Approximately five (5) years ago

2. For how long each day? 9 to 12 (3 hours)

3. What type of courses are taught? Bible Stories

4. How many children attend, usually? 80

5. How many of these children are regular pupils of this congregation's church school? 20

6. How many teachers are there? 4

C. Released Time Program None - Cannot obtain teachers

1. When are classes held?

2. What type of courses are taught?

3. How many of this congregation's children attend?

4. What is the relationship of the teachers to this congregation?

5. What is the relationship of the Released Time classes to the Christian education program of this congregation?

D. Day School: If the congregation has a day school, please fill out the Parochial School Report Form and submit it with this report.

None

E. Confirmation Instruction

1. Children

a. What is the usual age of confirmation? 10-13 **b. How many instruction sessions are held?** 6 months **c. How long is each session?** 1½ hrs. **d. Who is the instructor?** Lay readers & Rector **e. What material is used?** Prayer Book and lecture system

f. What is the relationship of the confirmation class material to the regular church school curriculum? Prayer Book and Episcopal Church literature.

2. Adults

a. How many sessions are held? 6 months **b. How long is each session?** 1½ hrs. **c. Who is the instructor?** Lay reader and Rector **d. What material is used?** Prayer Book and lecture system.

F. Adult Education None

1. List the general adult education program in the congregation, including Bible classes, parents' classes, discussion groups, etc.

NAME OF GROUP	NUMBER OF MEMBERS	NUMBER OF MEETINGS	LENGTH OF MEETINGS	INSTRUCTOR

VII. SUMMARY OF ORGANIZATIONS - Include, where applicable, vestry or bishop's committee, parish council, choirs, guilds, circles, ushers, acolytes (for men as well as boys), college work, etc.

A. For Women

1. Give the total number of adult women in the congregation. 448

2. Give the number of organizations for adult women. 9

3. Give the total active membership of all these organizations. 229

B. For Men

1. Give the total number of adult men in the congregation. 200

2. Give the number of organizations for adult men. 1

3. Give the total membership of all these organizations. 50

C. For Men and Women

1. Give the number of organizations for men and women. 2

2. Give the total active membership of all these organizations 34

D. For Girls in:	grade school	junior high	high school
1. Total number of girls	30	5	9
2. Number of organizations	1	1	1
3. otal active membership	30	5	9

E. For Boys in:	grade school	junior high	high school
1. Total number of boys	10	5	15
2. Number of organizations	1	2	2
3. Total active membership	10	5	15

F. For Youth in:	grade school	junior high	high school
1. Number of organizations	0	1	1
2. Total active membership	0	6	8

N.B. Please make a separate report for each individual organization, using the format on the following pages.

VIII. REPORT FOR INDIVIDUAL ORGANIZATION

A. **Name** St. Anne' Guild

Total active members 13 Average attendance at meetings 10

Number of meetings each month once Day and time of meetings 3rd Thursday of month at 7:00 PM

B. Why does this organization exist?

Take care of Altar.

C. From what group in the congregation are the members drawn?

Appointed by Priest.

D. Describe the worship and the educational program.

Manuals were purchased for educational care of Altar.

E. Describe the other activities of the organization.

None

F. What are the major opportunities and problems of this organization?

None

G. What can be done for greater effectiveness?

More working members are needed.

Signed by: for Mrs. Willie F. Johnson Title: President

VIII. REPORT FOR INDIVIDUAL ORGANIZATION

A. Name St. Luke's Guild

Total active members 18 **Average attendance at meetings** 14

Number of meetings each month One **Day and time of meetings** 1st Tuesday of each month (10 months a year)

B. Why does this organization exist?

Good fellowship and raise money for the Church.

C. From what group in the congregation are the members drawn?

Confirmed members of congregation.

D. Describe the worship and the educational program.

Open and closing prayers.

E. Describe the other activities of the organization.

Any activity that promotes the reasons for the existence of the organization.

F. What are the major opportunities and problems of this organization?

None

G. What can be done for greater effectiveness?

More members who are willing to work.

Signed by: for Mr. Rutherford Broyles **Title:** Business Manager

VIII. REPORT FOR INDIVIDUAL ORGANIZATION

A. Name St. Francis Guild

Total active members 6 **Average attendance at meetings** 3

Number of meetings each month one **Day and time of meetings**
Meet in evenings in various homes
(Meet every month except July & Aug)

B. Why does this organization exist?

Sale of Christmas Cards and Greeting Cards.

C. From what group in the congregation are the members drawn?

Members from congregation.

D. Describe the worship and the educational program.

None

E. Describe the other activities of the organization.

Sponsored World's Fair Bus Trip

Sale of Christmas Cards

F. What are the major opportunities and problems of this organization?

None

G. What can be done for greater effectiveness?

Obtain more members who are willing to work.

Signed by: [illegible] **Title:** President
for Mrs. Henrietta Granger

VIII. REPORT FOR INDIVIDUAL ORGANIZATION

A. **Name** St. Mary's Guild

Total active members 17 **Average attendance at meetings** 13

Number of meetings each month once **Day and time of meetings** 3rd Sunday of each month

B. **Why does this organization exist?**

Making acolyte vestments

C. **From what group in the congregation are the members drawn?**

Confirmed members

D. **Describe the worship and the educational program.**

None

E. **Describe the other activities of the organization.**

None

F. **What are the major opportunities and problems of this organization?**

None

G. **What can be done for greater effectiveness?**

Working Members

Signed by: Title: President

for Mrs. Catherine Allen

VIII. REPORT FOR INDIVIDUAL ORGANIZATION

A. Name The Rector's Guild

Total active members 19 Average attendance at meetings 2/3

Number of meetings each month one Day and time of meetings 2nd Thursday every month

B. Why does this organization exist?

To aid the Rector

C. From what group in the congregation are the members drawn?

None

D. Describe the worship and the educational program.

None

E. Describe the other activities of the organization.

None

F. What are the major opportunities and problems of this organization?

Give the priest education fund.

G. What can be done for greater effectiveness?

Working together.

Signed by: Title: President

for Miss Mary T. Irwin

VIII. REPORT FOR INDIVIDUAL ORGANIZATION

A. Name St. Theresa' Guild

Total active members 8 Average attendance at meetings 6

Number of meetings each month One Day and time of meetings 2nd Tuesday each month

B. Why does this organization exist?

This guild does not give any outside affairs. Each member donates $1.00 per month; or a donation of $100.00 per year from entire Guild members.

C. From what group in the congregation are the members drawn?

Confirmed members from congregation.

D. Describe the worship and the educational program.

None

E. Describe the other activities of the organization.

None

F. What are the major opportunities and problems of this organization?

None

G. What can be done for greater effectiveness?

None

Signed by: Title: President
for Mrs. Ada B. Johnson

VIII. REPORT FOR INDIVIDUAL ORGANIZATION

A. Name St. Michael's Guild

Total active members 15 Average attendance at meetings 12

Number of meetings each month once Day and time of meetings 1st Sunday each month after 8:00 AM Mass

B. Why does this organization exist?

To give support to the Church

C. From what group in the congregation are the members drawn?

Confirmed members of the Church (senior members)

D. Describe the worship and the educational program.

To increase fellowship among our parishioners.

E. Describe the other activities of the organization.

One program a year consisting of a card party or a dinner.

F. What are the major opportunities and problems of this organization?

No problems - very warn fellowship.

G. What can be done for greater effectiveness?

Endeavor to help ourselves as we go along with God's help.

Signed by: Title: President

for Mrs. Evelyn P. Higgs

VIII. REPORT FOR INDIVIDUAL ORGANIZATION

A. Name Men's Fellowship (approx. 220 men on roll)

Total active members 65 Average attendance at meetings 12 to 20

Number of meetings each month once Day and time of meetings 2nd Sunday at 9:00 AM

B. Why does this organization exist?

To promote better fellowship among the men.

C. From what group in the congregation are the members drawn?

Confirmed male adult members.

D. Describe the worship and the educational program.

Special or prominent speakers are provided for Father's Day and Advent Sunday

E. Describe the other activities of the organization.

Try to assist the Rector and Vestry

F. What are the major opportunities and problems of this organization?

Contacts with men in commercial and professional fields.

G. What can be done for greater effectiveness?

More participation and more active members.

Signed by: Title: Secretary

for Mr. William C. Jaynes

VIII. REPORT FOR INDIVIDUAL ORGANIZATION

A. Name Young People's Fellowship

Total active members 14 Average attendance at meetings 14

Number of meetings each month two (2) Day and time of meetings 2nd and 4th Sundays at 1:00 PM

B. Why does this organization exist?

To promote the activity of the young people in the Church.

C. From what group in the congregation are the members drawn?

Confirmation Class and Church School

D. Describe the worship and the educational program.

Worship Service, speakers, take active part in Church Service.

E. Describe the other activities of the organization.

Organizing Youth Choir, Take active part in Diocesan YPF work, Department of Christian Education, and Youth Department of Philadelphia Council of Churches.

F. What are the major opportunities and problems of this organization?

Main problem is lack of adult participation and cooperation in activities of the youth.

G. What can be done for greater effectiveness?

The need of more building facilities.

Signed by: Title Sponsor, YPF

for Mr. Edward W. Cobbs

VIII. REPORT FOR INDIVIDUAL ORGANIZATION

A. Name Girls Friendly Society

Total active members 20 Average attendance at meetings 17

Number of meetings each month four (4) Day and time of meetings

B. Why does this organization exist?

To help young girls become young christians, learn and care about other people everywhere

C. From what group in the congregation are the members drawn?

Girls aged 7 to 21

D. Describe the worship and the educational program.

We do a service to the Church by forming the choir. We learn about other people in other lands and how to be helpful and friendly at home and away from home.

E. Describe the other activities of the organization.

Handcrafts, worship service each week, trips and discussions, church instructions and manners.

F. What are the major opportunities and problems of this organization?

Learning about the Church and how to get along with other people on the whole.

G. What can be done for greater effectiveness?

More leadership and help from individuals in Church.

Signed by: Title Branch Advisor

for Miss Rena B. Ruffin

VIII. REPORT FOR INDIVIDUAL ORGANIZATIONS

A. Name Women of Calvary

Total active members 50 Average attendance at meetings 23

Number of meetings each month one (1) Day and time of meetings 4th Sunday-9:00 AM

B. Why does this organization exist?

To encourage fellowship among women communicants and to promote the growth and development of missions in keeping with the total responsibility of the Women of the Diocese's responsibility. Through the women of our parish working together, we try to develop those attributes which make for Christian growth, we aid our parish by assisting it in carrying out its program. We have a number of committees which enables the group to assist in the parish program.

C. From what group in the congregation are the members drawn? From the various guilds and regular attending members who are not guild connected.

D. Describe the worship and the educational program.

We encourage regular church attendance, and are concerned that young men go into the priesthood hence contribute a small sum annually to the Divinity School.

E. Describe the other activities of the organization.

We have through, the Executive Committee, a group of women designated to plan one annual event known as Women's Day - we plan for speakers and set a financial goal, which provides funds for our diocesan giving and our parish.

F. What are the major opportunities and problems of this organization?

In working together we have an opportunity to contribute, in service towards building the parish program both within and in the community.

To get sufficient women to recognize their individual responsibility to support the parish program and activities.

G. What can be done for greater effectiveness?

Through mutual exchange of ideas from the various guilds, and perhaps greater collaboration with the central body, we may get some new ideas that will bring additional strength to us.

Signed by: Mrs. Ada B. Harris Title: President

VIII. REPORT FOR INDIVIDUAL ORGANIZATION

A. Name Confraternity of the Blessed Sacrament (CBS)

Total active members 15-18 Average attendance at meetings 10

Number of meetings each month once Day and time of meetings 3rd Sunday after 8:00 AM Mass

B. Why does this organization exist?

To foster regular communions each Sunday and on all Prayer-book Holy Days.

C. From what group in the congregation are the members drawn?

Confirmed members willing to keep the above pledge.

D. Describe the worship and the educational program.

Breakfast meeting with a guest speaker who teaches some aspect of The Liturgy or allied spiritual subjects.

E. Describe the other activities of the organization.

We give the Paschal Lamb Supper, Maunday Thursday purely for fellowship.

F. What are the major opportunities and problems of this organization?

Opportunity to have and teach a fellowship of prayer.

Problems - getting the membership.

G. What can be done for greater effectiveness?

More members willing to keep the pledge.

Signed by: Title

Mr. Eugene Smith President - Associate
Fr. Thomas S. Logan Priest - Associate

IX. CLERGY OR LAY READERS IN CHARGE SINCE 1930

NAME	APPROX. AGE AT START OF MINISTRY HERE	PERIOD OF TENURE	MOVED TO:
Fr. Charles L. Steele	Unknown	1930-1936	Deceased
Fr. John Quincy Martin	"	1937-1943	Deceased
Fr. Joseph Mannel	"	(2 months) 1943	Deceased
Fr. Kenneth R. Forbes	"	1943-1945	135 W. Upsal St., Phila. Pa.
Fr. Thomas S. Logan	26 years	1945 to present	

A. **Does the present minister live in the neighborhood?** No

Does he give full time to this church? Yes **If not, what other church(es) does he serve, or what other work does he do?**

B. How many people from this parish have gone into full time work for the church within the past ten years, or are now studying for such work? Please give details.

None

C. How many licensed lay readers serve the congregation now? three (3)

Do any lay readers from this congregation serve other congregations? No

If so, which congregations? —

X. **FINANCE**

A. Income (Last Full Year): (1) Pledges $15,832.37 (2) Plate offerings $593.99 (3) Parish or mission organizations $1,688.89 (4) Endowments $1,825.71 (5) Special fund drives $1,151.00 (6) Other (please specify) $294.26

BUILDING FUND $3,334.10

B. Disbursements		1940	1945	1950	1955	1960	Last Full Year
Total current expenses		NO RECORD	NO RECORD	$ 9,699.83	$ 12,996.14	$ 23,003.00	$ 20,875.69
Diocesan Assessment		"	"	335.35	362.32	564.00	596.92
Missionary Disbursements		"	"	1,083.27	1,300.00	966.00	519.76
Special parish expense		"	"	1,355.62	5,789.82	1,127.70	1,626.17
Clergy salary or salaries: from congregation	a)	"	"	3,055.00	4,698.00	4,755.01	5,103.80
	b)	"	"	---	---	---	---
from other sources	a)	"	"	---	---	---	---
	b)	"	"	---	---	---	---

Rental value of the rectory $1,920.00 PER YEAR

Is the church in debt? NO Amount of debt $ --- Method of repayment ---

Finance (cont'd)

7. Is a thorough Every Member Canvass conducted each year? No

If yes, by mail or personal solicitation? — Describe the training of the canvassers. —

8. What other means of fund raising or stewardship education are used?

Announcement from pulpit.

9. If this is a mission or aided parish, what is the potential for self-support? —

10. Additional comments or information on finances:

Interest from investment of property.

C. Travel:

1. Does the priest have a car? Yes
2. By whom is the car purchased? Priest X Congregation ___ Diocese ___
3. How much is the annual operating expense of the car, omitting depreciation? $ 810.55
4. By whom is the operating expense paid?
The Church
5. How much does the local congregation pay? $810.55
6. Average number of miles traveled per month on church business 2,000 miles

XI. CHRISTIAN EVANGELISM AND VISITATION

A. Clergy pastoral calling during the past year by rector or vicar:*

	NUMBER OF CALLS PER WEEK		
TYPE OF CALL	LOW	AVERAGE	HIGH
1. Family or routine parish	12	30	70
2. Sick or emergency	6	9	12
3. Calls for other purposes	6	35	50

4. **Time set aside for pastoral calling:**

Anytime

5. **How do the clergy organise their parish calling?**

Whenever need arises.

6. **How do the clergy organize their calling on the unchurched and newcomers?**

When individual places a card for the priest.

7. **Time spent in pastoral counseling (average hours per week)** 10 hrs.

*** Please give similar information, separately, for other clergy.**

B. Lay calling: No program

1. **Describe the Zone or Neighborhood Organization.**

—

2. **Describe the program of lay pastoral visitation, including the number of participants and the time spent.**

—

3. **Describe the program of lay evangelism (including the congregation's approach to newcomers and to the unchurched), giving the number of participants and the amount of time.**

---

4. **How are newcomers integrated into the life of this congregation?**

Newcomers are placed into Guilds.

5. **Describe any religious census of the area made by the congregation itself or with other churches during the last ten years.**

The Church School canvassed the neighborhood.

XII. COMMUNICATIONS

A. **What use is made of the press?** Advertisement

B. **What use is made of radio and/or television?** None

C. **What use is made of the U.S. Mail?** Letters and Cards at least five (5) times per year.

D. **Describe the regular publications which are mailed or distributed, including Sunday bulletins, parish newsletters, etc.**

Forward Booklet to the sick and shut-in.

E. **How many church road signs are there?** none

XIII. NEIGHBORHOOD OR COMMUNITY

A. Is this congregation community-minded? No

B. Describe the clergy participation in community affairs.

Belmont-Mantua Community Organization, Bureau of Child Care,

Police Athletic League, YMCA.

C. Describe the participation of the congregation in community affairs.

Small portion of congregation that live in the neighborhood take part in

the community affairs.

D. Describe the general parish program for the community (including such church-sponsored programs as Girl Scouts, Boy Scouts, etc.):

Brownies, Cub Scouts, Girl Scouts, Boy Scouts, Girls Friendly Society

E. List community organizations using the parish hall and its facilities:

Brownies, Cub Scouts, Girl Scouts, Boy Scouts, Belmont-Mantua Community

Organization, Girls Friendly Society.

F. Describe the way in which the congregation cooperates with other religious bodies:

All Parish Hall to be used by other churces.

XIV. PARTICIPATION IN DIOCESAN AND NATIONAL CHURCH PROGRAMS:

A. What offices do the clergy hold in the diocese, missionary district, or National Church? Executive Council (Diocese), former Secretary of Convocation, former member of Department of Christian Social Relations

B. What offices do the lay people hold in the diocese, missionary district, or National Church? None

C. What diocesan or National Church programs have directly benefited this congregation? None

D. Describe the men's participation in diocesan programs: None

E. Describe the women's participation in diocesan programs: None

F. Describe youth participation in diocesan programs: None

G. Does this congregation pay its full Missionary Share or Quota? No

H. What percent of the congregation's budget does for missionary work? 1%

XV. STAFF

A. List all paid personnel working for this congregation, giving title, function, and salary, and telling whether full or part-time.

Secretary - Full time - Takes care of all Church clerical activity - $2400. yr

Sexton - Part time - Takes care of church property - $2400. per yr.

Rector - Full time - $5000. per yr.

Organist - Part time - $1500. per yr.

B. Describe the use of volunteer personnel by this congregation.

None

XVI. FUTURE POLICY, PROGRAM, AND BUDGET

A. In adopting a policy for an expanded program for this congregation, in order to vitalize its Christian witness to the community; to extend its outreach of Christian fellowship to all the unchurched; to increase initiative and responsibility for all members of the congregation; to develop local financial resources with a view towards self-support and parochial status (if not already attained); and to further other essential advances, what are the immediate needs as to:

1. **Personnel:** We need a Parish Visitor, Director of Religious Education, Christian Social Relations, and an Associate Priest.
2. **Buildings:** Undercroft to be developed, building for Christian Education and Recreation facilities.
3. **Equipment:** Visual Educational Equipment (Youth Group and Church School), equipment for new buildings.

B. What are the major opportunities that face this congregation?

Juvenile deliquency in neighborhood

Rehabilitation of neighborhood.

C. What are the major problems that face this congregation?

Lack of Finances, inactivity of the members, and selfishness.

D. What program needs seem evident on the basis of this Study?

Church neighborhood program or council

E. What would be the approximate capital cost to meet these needs?

$100,000.00

F. **What would be the annual operating budget to maintain the program?**

$75,000.00

G. **What steps are now being taken locally to meet these needs and opportunities?**

None

H. **What steps are now being taken by the diocese or district, or might be taken, to assist in meeting these needs and opportunities?**

Need help from the Diocese.

I. **Further data or comment on the general needs and problems of this congregation:**

Lack of interest and organization within the congregation.

The data in this report were furnished by the following committee:

NAME	OCCUPATION	NUMBER OF YEARS IN PARISH
Miss Colleen A. Dillon	Clerk	29 years
Mr. Rutherford Broyles	Clerk	7 years
Mrs. Enid Trotman	Church Clerk	27 years
Fr. Thomas S. Logan	Priest	25 years
Mr. Hope B. Winborne	Civil Engineer	10 years

Date completed: 5 November 1964

W-24

REPORTED MEMBERSHIP FROM MAPS

PH-10
HB/sk
10

A total of 998 persons is reported in the membership map of Calvary Church. This figure is 800 less than the number reported in the Church Self-Study Form and in the Diocesan Journal. However, it appears that this may be a correct figure, since the ratio of 998 to a communicant strength of 648 is much more plausible than a relationship to the Journal baptized membership figure of 1,798. The wide distribution of the membership is quite evident from the membership table on the following page, which, in the tract in which the church is located, finds only 8.4% of its total membership. In spite of the widespread distribution of the congregation, a high proportion of the membership comes from that part of Philadelphia that is west of the Schuylkill River. The table on the following pages gives the complete membership distribution of Calvary Church.

MEMBERSHIP DISTRIBUTION TABLE

PARISH PHILADELPHIA CALVARY

CENSUS TRACT OR AREA	NUMBER OF MAPPED MEMBERS	PERCENTAGE OF TOTAL MAPPED MEMBERSHIP
C 1	9	9
C 42	1	1
D 21	12	12
D 29	6	6
D 43	2	2
D 96	5	5
D 98A	4	4
7A	2	2
7C	2	2
8D	1	1
9B	4	4
15A	1	1
20B	1	1
21F	2	2
22C	5	5
22D	4	4
22E	3	3
22F	3	3
22H	2	2
22K	16	16
22L	8	8
22M	1	1
24B	1	1
24C	83	84
24D	38	39
24E	5	5
24F	2	2
24G	36	36
24H	32	32
24I	13	13
24J	27	27
24K	1	1
26A	1	1
26D	1	1
27B	3	3
27C	5	5
28A	1	1
28B	1	1
29C	2	2
30A	1	1
30B	3	3
30C	1	1
32C	1	1
32D	1	1
32E	7	7
34I	14	14
34P	31	31
34R	1	1
34S	34	34
36A	1	1
36B	1	1
36D	5	5
38G	2	2
38H	4	4
38I	1	1

MEMBERSHIP DISTRIBUTION TABLE

PARISH

CENSUS TRACT OR AREA	NUMBER OF MAPPED MEMBERS	PERCENTAGE OF TOTAL MAPPED MEMBERSHIP
40A	1	1
40E	2	2
40F	3	3
40G	1	1
40H	4	4
43A	1	1
43E	1	1
X 44A	21	21
44B	43	43
44C	11	11
44D	14	14
44E	24	24
46A	18	18
46B	44	44
46C	37	37
46D	36	36
46E	31	31
46F	28	28
46G	18	18
46H	4	4
46I	1	1
47D	2	2
48B	1	1
49B	4	4
49C	2	2
50E	2	2
50M	1	1
50N	1	1
50P	2	2
51B	6	6
51C	1	1
51D	3	3
51F	1	1
52F	1	1
52G	2	2
52H	25	25
52I	44	44
52J	22	22
52K	28	28
52L	17	17
59D	1	1
59E	1	1
59F	3	3
59H	4	4
59I	12	12
IN STATE	2	2
OUT STATE	13	13
	998	1000

REPORTED MEMBERSHIP AND FINANCIAL DATA FROM JOURNALS

PH-10
HB/sk
11

Between 1950 and 1960, the population of Philadelphia decreased by 3.3%. During this same period, the baptized membership of Calvary Church increased by 125.6%. This figure may be called into question when it is compared with the growth of the communicant strength in the same period, when it amounted to only 2.0%. It is suggested that the rector, wardens, and vestry provide themselves with a revised list of the baptized membership of the church so that they may have a clearer base for future planning.

The following table gives information concerning the percentage change in the various membership categories in Calvary Church.

	% CHANGE		
MEMBERSHIP STATUS	1950-60	1955-60	1960-63
Baptized members	125.6	46.0	11.7
Communicants	2.0	-29.2	5.2
Church school	67.5	47.1	-45.1

The Episcopal churches in West Philadelphia present the following picture as a group:

	% CHANGE		
MEMBERSHIP STATUS	1950-60	1955-60	1960-63
Baptized members	10.9	6.7	-6.4
Communicants	-18.3	-13.9	0.7
Church school	-16.1	- 9.9	-4.9

Episcopal churches in the City of Philadelphia had a statistical pattern as follows;

	% CHANGE		
MEMBERSHIP STATUS	1950-60	1955-60	1960-63
Baptized members	-4.8	-5.7	-7.7
Communicants	-11.3	-9.0	-3.5
Church school	1.3	-3.8	-6.6

The Diocese of Pennsylvania as a whole presented a statistical picture as follows:

MEMBERSHIP STATUS	% CHANGE 1950-60	1955-60	1960-63
Baptized members	19.9	5.4	-2.1
Communicants	11.4	3.8	1.5
Church school	41.8	17.7	-3.8

The church differs from other Episcopal churches in West Philadelphia in that it has shown a better growth pattern in all categories with the exception of the church school. Taking the span from 1950 through 1963, the net loss was 8.1%, while the Episcopal churches in West Philadelphia lost 20.2% of their church school membership.

Between 1950 and 1960, Calvary Church had 209 baptisms and 92 confirmations. The average ratio of baptisms to the communicant strength in this period was 10.9% and the average ratio of confirmations to the communicant strength was 4.8%. This latter figure is depressed somewhat artifically because there is no record of confirmations being held in 1963. For Episcopal churches in West Philadelphia the ratios were 3.8% in both categories, and in the City of Philadelphia the ratios were 3.5% and 3.4% respectively. The Diocese of Pennsylvania had ratios of 3.9% and 4.1% respectively. These statistics should be interpreted by comparing them to a rule which usually indicates that it is necessary to have an average of 5% in both categories to maintain the level of the church's membership. The statistics in the case of Calvary Church should indicate substantial growth in the years to come. It should be noted, however, that while there were 92 confirmations in the three-year period, only nine persons were added to the communicant list.

PH-10
HB/sk
13

Between 1961 and 1963 inclusive, Calvary Church had total reported expenditures of $80,638.00, of which $4,927.00, or 6.1%, went for purposes outside of the parish. The comparable ratio for Episcopal churches in West Philadelphia was 13.1%, and for Episcopal churches in Philadelphia as a whole this ratio was 11.3%. The Diocese of Pennsylvania had a ratio of 14.2% for the same period. In Calvary Church, the average expenditure per communicant per year for the three-year period was $42.15 of which $2.58 went for purposes outside the parish. Episcopal churches in West Philadelphia had average expenditures of $54.54 of which $7.17 went for purposes outside the parish. The comparable expenditures for communicants in Philadelphia amounted to $88.66 and $10.02 respectively, and for the Diocese of Pennsylvania as a whole these figures were $73.71 and $10.45 respectively. The expenditures of the parish for purposes outside the local church are quite low when compared not only to churches in the entire diocese, but also to Episcopal churches in the immediate area.

W-28

VITAL STATISTICS

PARISH CALVARY

TOWN NORTHERN LIBERTIES

COUNTY PHILADELPHIA

DIOCESE PENNSYLVANIA

PH 10

	1940	1945	1950	1955	1960	1961	1962	1963
Baptized Members	399	* 742	704	1134	1588	1642	1807	1798
Communicants	280	742	602	867	614	639	626	648
Church School	100	115	123	140	206	165	103	113
Baptisms	10	15	106	100	62	53	108	48
Percentage of Communicants	3.6	2.0	17.6	11.5	10.1	8.3	17.3	7.4
Confirmations	8	1	126	107	44	39	53	—
Percentage of Communicants	2.9	0.1	20.9	12.3	7.2	6.1	8.5	—
Parochial Expenditures 1	5,185	5,678	10,035	14,004	24,423	21,545	24.007	20.875
Special Par. Expenditures 2	1,310	1,172	3,452	10,422	3,749	4,364	2951	1969
Extra-parochial Expenditures 3	533	660	1,488	1,538	1,261	479	2687	1761
Total Reported Expenditures	7,028	7,510	14,975	25,964	29,433	26,388	29,645	24,605
Expenditures per Communicant	25.10	10.12	24.88	29.95	47.94	41.30	47.36	37.97
Extra-parochial Expenditures per Communicant	1.90	0.89	2.47	1.77	2.05	0.75	4.29	2.72

* GDRFS ESTIMATE

1 Includes clergy salary, current expense, pension premium, and Diocesan assessment.

2 Special parish purposes, including capital expenditures.

3 Includes Church's Program, special outside.

DATA ON THE CONGREGATION

PH-10
HB/sk
14

Calvary Church did not include an adequate percentage of its mapped membership in its census so accurate statistical analysis of this congregation is not possible. An examination of the figures submitted indicate that there may be a very low percentage of persons in the parish between the ages of 15 and 35, and that ages between 40 and 60 make up the highest percentage of the membership. In examining the occupations of the members, it appears that there is a higher than average percentage of persons of professional status, and clerical workers. This is in sharp contrast to the occupational pattern of a high percentage of the persons who live in the church neighborhood, where the United States Census indicates that there is a high percentage of domestic workers and laborers in the area in addition to a considerable number of unemployed.

Of those reporting on their length of membership in this congregation, it is interesting to see that the high proportion has had a membership of under 20 years, in spite of the fact that a large proportion appeared to be in the upper-age ranges. This would lead to the hypothesis that a great percentage of the membership came into this church from other congregations, or members were confirmed or received as adults from other churches. However, a very small percentage of the membership reports a previous affiliation with another church.

The number of people who come from some distances was clearly shown even in the few returns from families reporting in the census. A little under three-quarters of the respondents are more than a mile from the church in this heavily populated area, and only about 11% of those reporting can get to church in less than 10 minutes.

W-30

DISCUSSION AND RECOMMENDATIONS

CALVARY CHURCH, Northern Liberties, Philadelphia, Pennsylvania

PH-10
HB/sk
1

Calvary Church occupies a strategic position in the changing area of West Philadelphia. At the present time it is located in what might be described as a depressed area, but with rehabilitation taking place in several parts of this city there is reason to believe that such rehabilitation may take place in this area as well. In all events, the church should be ready to serve the needs of the people both at the present time as well as in the future.

Some of the real problems of this church are that over three-quarters of its members live outside the arbitrarily assigned parish area, and that the church includes less than 40% of the Episcopalians in this arbitrarily assigned parish area. It is clear that this is not a neighborhood church at a time when it appears that it needs to be one. One is grateful for the leadership that comes from outside the immediate community, but this pattern probably will not exist forever. The rector of the parish does not live in the parish neighborhood. However, geographical location may or may not be a factor in a church's concern for a neighborhood. In the case of Calvary Church, there are many indications that the residence of the members is not the most important factor in this concern. It is recommended that a Committee of Concern be appointed to co-ordinate the efforts of the parish in its ministry to the church neighborhood. It should be the task of this committee to recommend appropriate programs and courses of action for the parish in this particular ministry, and to offer suggestions as to how this ministry may be best co-ordinated with the ministry of the church to its total congregation. One of the basic principles of Mutual Responsibility and Interdependence can be well illustrated in the type of concern that might be developed here.

It is recommended that a committee, consisting of at least one member of the vestry, representatives of each of the parish's organizations, including the church school, and at least one person in the construction field be appointed as a Buildings and Grounds Committee to examine the total needs of the church, and to make recommendations for building repairs, expansion, and rehabilitation. This committee should report on a quarterly basis to the vestry and the parish, and this report should include some direction as to how these projects ought to be executed, with an estimate of the funds needed to carry them out.

It was stated in the Church Self-Study Form that the parish needed a Director of Religious Education. Such directors are rare in the church, and first quality directors are exceedingly difficult to find. The need for Directors of Religious Education is present in a number of churches, many of which are in the immediate area in West Philadelphia. Therefore, it is suggested that Calvary Church consult with the proper diocesan staff members as to the feasibility of sharing a Director of Religious Education with some nearby congregations. Since the role of a Director of Religious Education should be to develop leadership, rather than to serve merely as a highly paid Sunday school superintendent, such a sharing procedure is not out of the realm of possibility. It is also felt that a Study Group should be established to examine the role of such a Director of Religious Education and to define this person's task in the parish. Among the items to be considered would be the development of an adult education program under the leadership of this director, the development of a Christian education program to serve the immediate parish area, and the integration of all Christian education programs into organizations and among the general membership not otherwise included in the church organizations. There is no reason why the cost of an area Director of Religious Education should not be borne equally by the parishes involved.

The Church Self-Study Form indicates that the church should be responsive to the needs of the neighborhood. The same feeling was expressed at the time of the visitation meeting. Hence, it is urged that a committee be established to work closely with community organizations in the neighborhood, and especially with the Community Council which meets in the church at the present time. It is further suggested that membership on this committee not be limited to persons living in the neighborhood, but that it should include representatives from those members of the parish who live well away from the church. There is no reason to believe that people not living in the immediate area have little or no concern for the needs of the area.

The Church Self-Study Form reports that there is little or no program of stewardship in this parish, or at least little is apparent. Less than 65% of the total income of the church comes in regular pledges from the members of the parish, and the average gift per communicant is $24.45 per year, which is well below the diocesan average of $46.61, or the national average of $55.72. While there is some indication that a number of people in the immediate parish area live under conditions of abject poverty, it is not apparent that the members of this church live under similar conditions. If the church is to accomplish the several goals which it has established for itself and which have been recommended here, there is a need for an intensive stewardship education program. To this end the parish should engage in an Every Member Canvass annually, and this canvass should be conducted by personal solicitation. The canvassers ought to be trained in several sessions prior to making their calls, and it is to be remembered that their training should be centered on the effort to have people make a dedicated commitment to the church, of which a financial commitment is certainly an important part. If the communicants were to reach the giving level half way between the diocesan level and the national level, over $15,000.00 would be added to the annual budget. This, it seems, would be ample to do many of the things which are only in the planning stage at the present time.